



Seasons Greetings to All

from your Joint Council of Teamsters
No. 7 and 38, their Officers and Staff

KEN ROBEL - NO. CALIF. TEAMSTER

At House Labor Subcommittee Hearings

Goldberger Urges NLRB Reforms

For the second time around, Joint Council No. 7 President Jack Goldberger forcefully portrayed to the Congressional Subcommittee on Labor the pitiful plight of labor unions because of the manner in which the National Labor Relations Act is enforced.

And Goldberger proposed:

- Adoption of procedures that allow unions the same promptness of relief against employers as that which employers today customarily get against unions; with mandatory injunctions, if retained under the law, applicable to employer unfair labor practices as well as union unfair labor practices.

- Providing for pre-hearing elections in cases where the issues can as easily be resolved after the election as before.

- NLRB Regional Offices should pursue the policy of the Act, i.e., facilitate organization by employees who want to organize, instead of yielding to the pressures of em-

ployers and their lawyers for postponements.

The Problems

Goldberger's testimony, which was submitted by Teamster Attorney Duane Beeson, lumped labor's difficulties under two categories: delay and unequal treatment.

Delays in obtaining representation elections and in enforcing the good faith bargaining requirements of the NLRA frustrate organizational efforts and give the employer an easy route to evade their responsibilities under the act, Goldberger said.

Unequal treatment consists of expediting issuance of injunctions and other preferential treatment of employers, particularly in strike situations, while unions encounter "procedural delays so that relief, if it does come, usually is too late to be a relevant consideration in the dispute," Goldberger said.

(To Page 3)

General Organizer's

COMMENT

By RUDY THAM

A Year of Celebration and Pride

As the Bicentennial year of 1976 draws to a close, one cannot help but take stock of what this year meant to each of us, to our families, to our communities, and to our Nation.

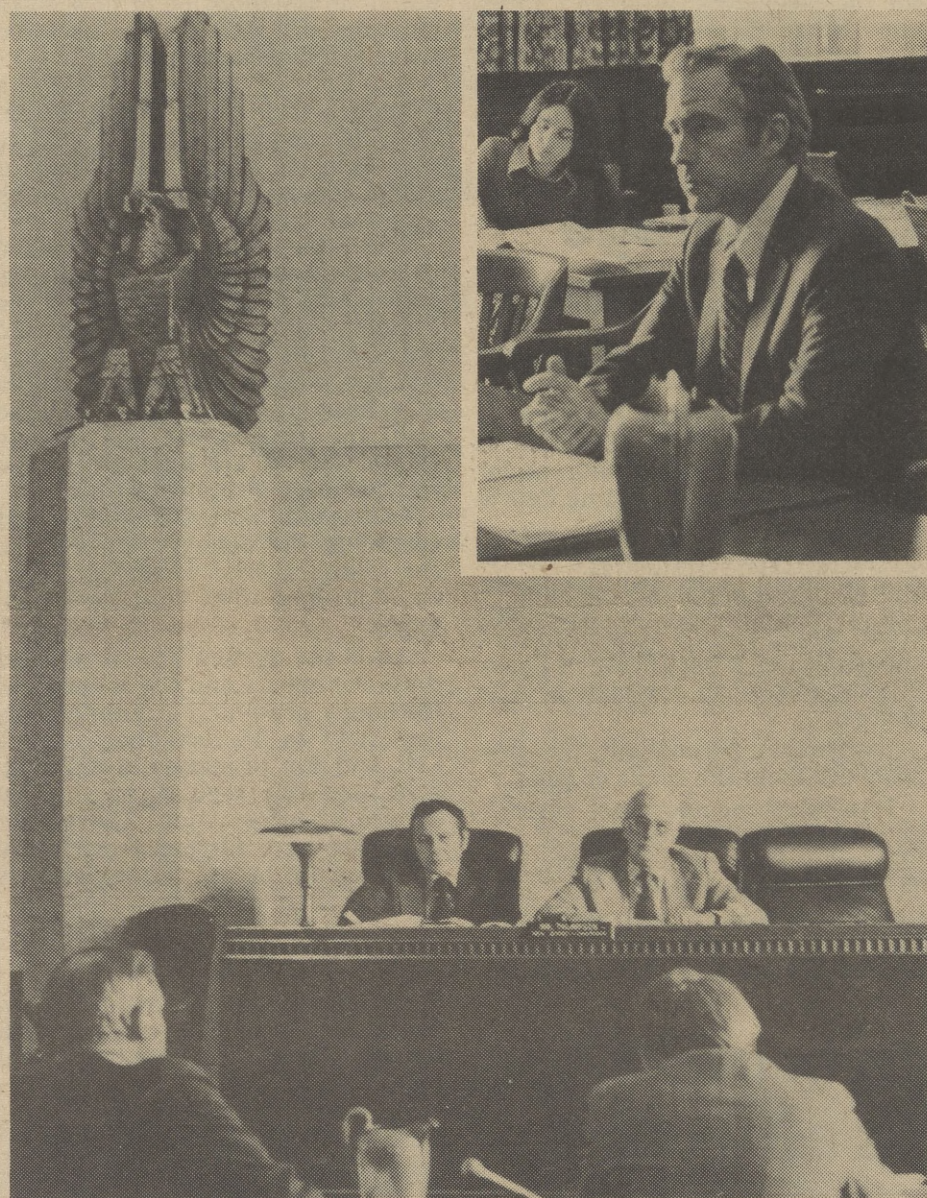
From the overall viewpoint, 1976 was a year of celebration, of pride in our Country and its achievements. Although, as in any other year, 1976 had its faults and its shameful deeds; still, it was a year in which we could all renew our faith in our Country's ideals and refurbish our hope of a better way of life for all Americans, regardless of faith, color or national origin.

To evaluate what the year meant to each of us is to appraise all those interplaying good and bad incidents that highlighted the year for each of us and to then see how the end result affected us as individuals.

Basis for Improvement

No matter what the end result of 1976 ends up being, it is always helpful to have analyzed the preceding 365 days; and if by chance, you are a person who makes New Year's resolutions, you will then have a basis upon which to resolve to do things differently and presumably, better.

(To Page 8)



SECOND TIME AROUND—Teamster Attorney Duane Beeson, inset, submits Goldberger testimony at second oversight hearing on the NLRB conducted by Cong. Frank Thompson, Jr., of New Jersey, chairman of the Subcommittee on Labor of the U.S. House Committee on Education and Labor, right, as a House Majority Counsel listens. Displaying a keen understanding of labor's plight under the NLRA as presently applied in San Francisco, Thompson said, "I'd like you to know that I understand your frustrations and that I share them. . . . We'll pay careful attention to these suggestions, some of which have been around a long time." Let's see what happens.

Northern

California

TEAMSTER

SERVING 101,000 NORTHERN CALIFORNIA TEAMSTERS AND THEIR FAMILIES

Peter Andrade Ends Distinguished Career

Peter Andrade has exercised his retirement rights.

Andrade was chairman of the Teamster's National Food Processing Division and head of the Western Food Processing Division where upwards of 80,000 Teamsters are employed in canneries, frozen food and related plants, packing sheds, and wholesale and retail produce markets.



Andrade

He was an International General Organizer and worked closely with the Teamsters California State Council or Cannery and Food Processing Unions.

He also had been a union trustee for the Teamsters' Western Conference Negotiated Pension Plan.

A native of Santa Clara, Andrade is a self-made man, leaving school at an early age to help support a large family.

City College Offers Spring Labor Studies

The Labor Studies Program of City College of San Francisco is again offering 9 labor courses for the spring semester, starting February 2.

The courses are available, free of charge, to all interested Teamsters. The classes are offered for college credit which will be applied toward completion of a Certificate in Labor Studies and/or an Associate of Arts degree.

Instructors throughout the program are from the ranks of labor.

Interested members not currently enrolled at City College of San Francisco must make application by Tuesday, December 28. For additional information and assistance, feel free to phone the Labor Studies Program at (415) 239-3090.

To Local 287 It's a Tradition

Six retired members of Teamsters Local 278 were inducted into the club at the 13th Annual Retiree Luncheon at Caesar's Restaurant last month.

They were:

- D. Thomas Moore, retired from UPS;
- Ken N. Robertson, retired from Loomis Courier Service;
- James Johns, retired from Laura Scudder Potato Chips;
- Michael Rado, 89 years, the oldest Local 278 retiree, who retired in 1956;
- Joseph D. Piazza, retired from Home Maid Ravioli; and
- Anthony L. Lugliani, retired from City Bottling Company.

Local 278's luncheon for retired members has been held in November each year since 1964; and except for one year has always been held at Caesar's.

He became an active unionist since he started driving truck in the San Francisco Bay area in the late twenties.

He became an organizer for the Western Warehouse & Produce Council and in the early forties became Secretary-Treasurer of Teamsters Local 890 in Salinas.

The rich fund of knowledge he acquired about food processing led to Andrade's appointment to the California Farm Labor Service Citizens Commission and other groups devoted to the advancement of agriculture.

Andrade and his wife, Maude, live in Menlo Park.

Comments Invited

The Social Security Administration is asking for comments by the public on the question of how much information should be disclosed from social security records.

Lee Embrey, manager of the San Francisco Civic Center Social Security office, explained that this is the first time his agency has asked for public comments before publishing proposed regulations.

The regulations will be changed to make them conform with the requirements of the Privacy Act, the Freedom of Information Act and the Sunshine Act in order to reconcile the conflict between the public's basic right to know and the right of privacy of the people whose records are kept by the Social Security Administration.

Interested persons should submit comments by January 6, 1977, to the Commissioner of Social Security, P.O. Box 1585, Baltimore, Md. 21203.

After the agency has considered these comments and the letters and testimony presented at public hearings held in Philadelphia, Kansas City and San Francisco, it will publish proposed regulations on disclosure of information. The public will then have further opportunity for comment before the regulations become final.

Did You Know?

At latest count, about 8,300 Americans over 100 years of age are drawing social security pen-

Strike Benefits Increase Retroactive to June 15

This self-explanatory letter of November 29 from the International is reproduced verbatim (italics ours) for your information:

TO: ALL AFFILIATES

Dear Sirs and Brothers:

You will recall that at the last Convention our Committee recommended and the Convention adopted a Constitutional amendment providing for an increase in out-of-work benefits. The Constitution, of course, did not specify the date on which increased out-of-work benefits could be paid. You will also recall that at the time of the Convention there were substantial rumors that certain groups would attack in the Courts various of the amendments to our Constitution and put in doubt when the amendments could legally take effect.

In view of these circumstances, General Secretary-Treasurer Schoessling and I wrote you on July 9, 1976, that the increased out-of-work payments would take effect on November 1, 1976, at about the same time that our treasury would begin to see the benefits of increased per capita taxes. This appeared to be the most prudent course of action at the time. Since then our new Constitution has become effective without challenge for almost six months, and we raised again with our lawyers the question of when we would first be permitted to make the increased out-of-work payments which we recommended the Convention make available to you. We are informed by counsel that since the action of the Convention in increasing dues and per capita taxes has previously been approved by the courts under similar circumstances, and that since there has been no legal challenge to such Convention action for almost six months, it is now unlikely that a handful of members who threaten to challenge the Convention action will be successful in doing so. Accordingly: it now appearing that the funds relied upon for the increase in out-of-work benefits are and will be available, we now believe we can make such increased benefits payable retroactive to the earlier date and still be acting consistently with our fiduciary responsibility.

Recently, counsel concluded that, despite the later effective date of the per capita tax increase, if General Secretary-Treasurer Schoessling and I so recommended and the General Executive Board approved, payments at the new higher rate could be made retroactive to June 15, 1976 for all strikes and lockouts which commenced after that date as to which the International Union had previously approved the payment of out-of-work benefits. On that basis, Brother Schoessling and I did so recommend to the Board and I am delighted to inform you that the Board has unanimously endorsed our recommendation.

This retroactive payment will be made by check to all affected Local Unions within the next two weeks and I am sure will advance the work of this great International Union in providing better wages and conditions for all members.

Fraternalty yours,
Frank E. Fitzsimmons
General President

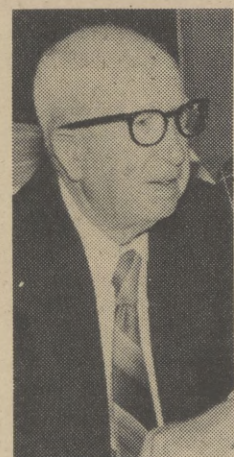
Ray Schoessling
General Secretary-Treasurer

Joint Council Meeting Notice

The January meeting of Joint Council 7 will be held Tuesday, January 4, at 1269 Howard Street, San Francisco.

PENSION OFFICE SCHEDULE

The Western Conference Pension Office at Burlingame will be closed for the holidays on December 24 and 31.



ANNUAL RETIREE LUNCHEON—Local 278 retirees gather at Caesar's for their annual bash and pose for a group picture, top left; inducted at the luncheon, at photo above, are from left: D. Thomas Moore, Kern N. Robertson, Local 278 President Richard J. Wagner who welcomed the inductees, James Johns, dean of retirees Michael Rado, Joseph D. Piazza, and Anthony Lugliani. Among the retiree-guests was Joseph Lynch, left, a Local 278 business agent in the late forties who became secretary-treasurer in the early fifties.

Cite Problems with NLRB Regional Office

(From Page 1)

The Coors Strike

Goldberger cited the Coors Beer strike as one instance when the employer got away with deliberately provoked violence. The employer used armed guards and vicious dogs both at the plant and on delivery trucks driven by strikebreakers.

"I can't imagine of more provocative methods to use to break a strike," Goldberger said, pointing out that the legal right to picket the plants and delivery trucks becomes "extremely difficult to exercise in circumstances where the pickets have daily confrontation with snarling dogs that are trained to attack on command, restrained only by guards who openly carry guns."

"We do not in any way condone or believe in violence in labor disputes," Goldberger continued. "Our efforts, particularly in recent years, have been to tell our side of the story in a labor dispute to the consuming public. This is a principle in which I strongly believe, and it is in line with the democratic concept that public opinion is of the highest importance in any controversy."

"Violence rather than peaceful persuasion, however, becomes inevitable where there is deliberate provocation in the context of a struggle for fair working conditions," he said.

The NLRA is not suited to stopping such employer provocations, charges are not investigated promptly, and hearings occur too late to be of practical value, Goldberger said.

Bear Van Strike

In another case, Local 70's dispute against Bear Van Lines in August, there were repeated instances of violence against pickets by supervisors and strikebreakers.

At one time, a strikebreaker pointed a pistol at the head of a picket and threatened to shoot.

ULP charges were filed September 2; after the NLRB Regional office found that the charges had merit, a complaint was issued October 12; a hearing date was set for February 22, 1977; even barring further postponements, the incident will be publicly aired for the first time some six months after its occurrence.

Even should the case proceed normally from then, decision of an Administrative Law Judge, then of the Board, may take another six months or more. Then come the possible appellate delays.

"Needless to say, final decision and compliance with an enforceable order will come so long after the events themselves that nothing of value will be accomplished," Goldberger said.

On the Other Hand

Goldberger contrasted this "plodding approach" with the injunctive relief available to employers.

Pickets follow a delivery truck; charges are filed alleging certain remarks from a picket; there is an immediate application to a federal court for an injunction.

For practical purposes, there is no defense against the issuance of an injunction in such a case.

The federal court will not decide which witness is to be believed; the NLRB attorneys take the position that factual issues are for the Board, not the court, to decide and judges invariably agree with this position.

"Frequently," Goldberger said, "the injunctions issued in these cases prohibit even legal picketing for a so-called 'hiatus period' of several weeks or even months."

"It makes little difference that the Board may subsequently decide in the union's favor months thereafter. The damage has already been done," Goldberger said.

The Delaying Tactic

Goldberger also reported back on a case he mentioned to this subcommittee when it held the first oversight hearing on the NLRB a year ago here.

Teamsters Local 960 attempted to organize a group of insurance salesmen employed by California State Automobile Association. More than 27 months elapsed between the filing of a petition for representation and the final certification of the union. The employer was forced to bargain, but clearly without intention of entering into a contract. Not long after, the employer withdrew recognition and refused further bargaining.

Local 960's charges for bad faith bargaining are still pending before the Regional Office.

"There is no more certain technique for demoralizing employees who seek to exercise organizational rights under the Act than to delay," Goldberger said.

A Case Study

A current case illustrates both the problem and the answer, Goldberger said.

Teamsters Local 860 filed a petition for a September 28 election to represent a group of mail order and warehouse employees hired for the pre-Christmas season.

Because the bulk of these employees are hired in September and laid off December 15, the union made it clear to the Regional Office that an election must be held during this period, if at all.

The employer asked for—and was granted—postponement of the original hearing date to October 26; at which date the employer failed to appear, its counsel complaining that he had a conflicting appointment.

The Regional Office set over the hearing until November 11. On that date, and to get an election before December 15, Local 860 said it would accept any unit the employer wanted; and would not take issue with any position the employer would take.

Even though there were now no issues, since Local 860 was willing to concede on any and all possible questions, the employer's counsel insisted on spending the day putting evidence into the record, was given time to file a brief, thereafter was given extension of time for that purpose.

Even as Goldberger was appearing before the Subcommittee on November 30, there had been no decision or direction of an election.

The Answer Is 'Guts'

"The cure is obvious," Goldberger said. "All that is required is a modest degree of courage on the part of the Regional Office to turn down requests for delays that have the clear objective of frustrating the purposes of the Act."

"If the San Francisco Regional Office acted in such situations with the same determination and expedition that it acts on requests for injunctions against picketing, there would have been no problems," Goldberger said.

Imports Victim

According to the color television industry, since 1960 the number of domestic companies manufacturing television receivers in the U.S. has dropped from 28 to 12 while imports have risen more than 400% in the last 10 years.



While NLRB Task Force Says . . .

At the same time that the House Subcommittee on Labor was conducting oversight hearings on the NLRB, The Chairman's Task Force on the NLRB (27 labor law experts gathered by the Board to make its own study on procedural reforms) was hammering out its own recommendations.

Proceed with Voting

Over the dissent of three management representatives, the task force has urged that, instead of delaying elections with hearings on employer objections, the NLRB proceed with the voting and impound the ballots pending settlement of the disputes.

"The great virtue of this procedure," the panel majority explained, "is that it enables a registration of the employees' choice at the time interest and momentum

in both the union and employer camps are at their peak."

Other Recommendations

Among other recommendations:

- Increase the NLRB budget to provide for 130 administrative law judges (currently authorized: 103).
- Prod low-producing ALJs to increase output.

- Increase responsibility of a charging party to establish a "reasonable basis" for its case by requiring production of affidavits or live witnesses, sooner or in greater numbers.

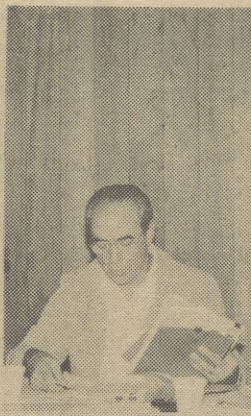
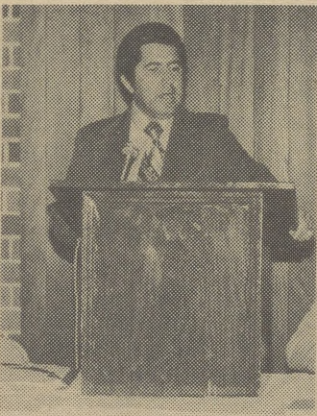
- Issues and positions of parties be identified at a pre-trial conference held on the day of the Board hearing.

The task force is expected to wrap up its study by February 18, 1977.



CANNERY COUNCIL HONCHOS—Incumbent officers of the Teamsters California State Council of Cannery and Food Processing Unions were re-elected at the recent workshop at Clear Lake last month and were installed at the Council regular meeting this month by First International Vice President George E. Mock, right. Shown taking their oath, from left: Trustee Merse Devera of Local 678, Antioch; Recording Secretary Alex Luscutoff, Local 857, Sacramento; Trustee William Cabral, Local 768, Hayward; Trustee Richard Benevento, Local 679, San Jose; full-time Secretary-Treasurer Mike R. Elorduy; and President Freddy F. Sanchez, Local 750, Oakland. Vice President George V. Moffatt, Local 601, Stockton, could not make the meeting. For photos and a report on the Cannery Council Workshop, see pages 4-5.

Cannery Council Pauses To See



CALL TO ORDER—Cannery Council President Freddy F. Sanchez opens two-day strenuous workshop which allowed union leadership to probe the vast changes that have been wrought in their labor-management relationship because of new cannery contract and other recent influences and developments in the

cannery industry. Union representatives listening are, from left: Trustees Alex Luscutoff, Bill Cabral and Dick Benevento; Vice President George Moffatt, Secretary-Treasurer Mike Elorduy, and Teamster Attorneys Neil Bodine and Don Tayer.

Report From Cannery Row

By Don Tayer

Brundage, Beeson, Tayer & Kovach

The workshops which are held from time to time for the Unions in the cannery industry performs an extremely valuable function in keeping the union officers and business agents aware, on a current basis, of many new matters essential to the effective operation of the unions on behalf of their members.

Last month's workshop at Konociti Harbor Inn was particularly timely in that the California State Cannery Council had just signed a new collective bargaining agreement following a two-week strike and court approval had been obtained of a conciliation and settlement agreement resolving a class action Title VII lawsuit.

The agenda put together by Mike Elorduy, secretary-treasurer of the Cannery Council, covered as many areas of concern as possible for a two-day session.

A considerable amount of the discussion related to the improved wages and working conditions under the new contract with California Processors, Inc., to be sure that there would be a common understanding among the unions about how the new provisions are to be implemented.

Revised provisions of the grievance procedure were dealt with at some length since the effective use of the grievance procedure is an essential element for proper representation of the union membership.

Harry Polland, Council Economist, spoke about the effects of the two week strike, as well as implications of strikes in future bargaining.

A full day of the workshop was devoted to a wide-ranging discussion of the changes in the industry resulting from the conciliation and settlement agreement. Since that agreement, together with the new collective bargaining agreement, has a substantial effect on seniority rights, the attendees were particularly concerned with having an-

swers to the many questions raised by the new seniority structure which virtually eliminates the concept of seasonal seniority from the contract. A panel consisting of Carlos Ramos and Kathleen Guinn from the Cannery Affirmative Action Office and Attorneys, Don Tayer and Neil Bodine, participated in this part of the program.

In addition, the unions were made aware of the increased obligations for reporting the manner in which grievances are handled, the hiring of women and minorities as shop stewards and business agents and additional matters to assure that the industry operates in full compliance with the United States Equal Employment Opportunities Act.

Training as an important element in the improvement of the capabilities of all employees, whether female or minority group members or not, was described by Randall Conway, a contractor employed by the Cannery Trust Fund to provide training services.

Finally, the last afternoon was devoted to a detailed presentation of the pension and welfare benefits available to the cannery workers.

Council President Freddy Sanchez and Vice President George Moffatt introduced Dan McGinn, Pension Consultant, and Sam Kaplan and Peter Morse of the United States Administrators, who made some general observations about the plans and were available for questions.

The workshops were extremely well attended and it was generally agreed that all participants went away better informed and better able to perform at the highest level on behalf of the membership.

Looking for Scholarships

The American Legion has published "Need a Lift?", a 132-page booklet listing some \$4 billion worth of scholarships, fellowships and part-time jobs for college students as well as sources of career information. You can get it for 50 cents from American Legion, Dept. S, P.O. Box 1055, Indianapolis, Ind. 46206.



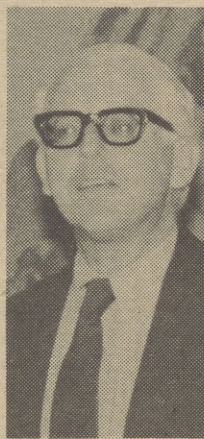
Sanchez



Moffatt



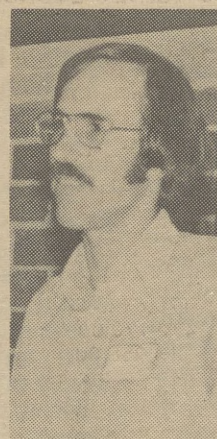
Elorduy



Polland



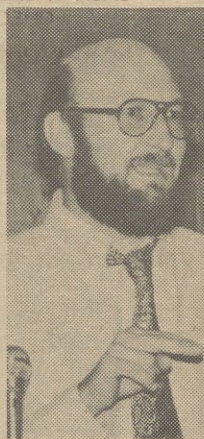
Tayer



Bodine



Ramos



Conway



Guinn



Morse



McGinn



Kaplan

THE WHOLE WORKS—Speakers covered a wide spread of topics at the Cannery Council Workshop: Teamster Attorneys Don Tayer and Neil Bodine on seniority and on-the-job benefits, and communication with the membership; Affirmative Action Acting Director Carlos Ramos on grievance handling; C.O.D.A. President Randall Conway on training; Affirmative Action Compliance Director Kathleen Guinn on reporting and charge resolution procedure; and on the Pension Trust and the Joint Benefit Trust—JBT Administrator Peter Morse, Actuary Dan McGinn, and United States Administrators President Sam Kaplan. Teamster Economist Harry Polland, as luncheon speaker, reviewed the antecedents to the newly negotiated contract and highlighted its outstanding features. The second day closed with a discussion of contract changes conducted by Freddy F. Sanchez, George V. Moffatt and Mike R. Elorduy.

Local 70 News

70 Hegenberger Road, Oakland, Calif. 94621

DECEMBER, 1976

Phone 569-9317

A Section of The Northern California Teamster

Trustees' Report

LOCAL 70, OAKLAND, CALIF. 94621
AFFILIATED WITH
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA

Period Covered: From October 1, 1976 to October 31, 1976

TRUSTEES' MONTHLY REPORT

CASH RECEIVED

Dues	131,545.55
Initiation and Reinitiation Fees	9,470.00
Withdrawal and Transfer Cards	25.50
Assessments and Fines	15,880.00
Receipts—Funds for Transmittal for Members	214.00
Receipts from Affiliates	12,120.00
Other Receipts	7,498.76
TOTAL CASH RECEIVED	176,753.81

CASH PAID OUT

PAYMENTS TO OR FOR OFFICERS AND EMPLOYEES:

Salaries	47,335.84
Expense Allowances	5,025.00
Expenses Reimbursed	1,524.56

PAYMENTS TO OR FOR MEMBERSHIP:

Per Capita Taxes	23,259.46
Contributions	620.00
Benefits Paid	34,679.56
Funds for Transmittal for Members	186.50
Refunds — Dues	82.15
Refunds—Initiation & Reinitiation Fees	200.00
Refunds—Fees	314.10

PAYMENTS FOR OPERATING EXPENSES AND OTHER DISBURSEMENTS:

Office and Administrative	6,448.72
Education and Publicity	536.87
Legal Fees	2,761.90
Other Professional Fees	2,394.48
Taxes	(1,997.48)
Refunds to Affiliates	6,115.00
Other Activities Cols.	14,219.40
TOTAL PAID OUT	143,706.06

NET INCREASE (OR DECREASE) IN CASH 33,047.75

CASH BALANCE BEGINNING OF PERIOD—GENERAL FUND—
CHECKING ACCOUNT 141,731.43

CASH BALANCE END OF PERIOD—GENERAL FUND—CHECKING ACC'T... 174,779.18

Statement of Assets—Period Ending October 31, 1976

	Beginning of Period	Change	End of Period
General Fund—Checking Account	\$141,731.43	\$ 33,047.75	\$174,779.18
Petty Cash	450.00		450.00
General Fund—Savings Accounts	893.04		893.04
Cash in Special Funds	17,179.76		17,179.76
Investment—U.S. Bond	5,000.00		5,000.00
Land	173,642.79		173,642.79
Buildings	472,170.00	(5,864.00)	446,306.00
Office Furniture and Equipment	16,958.00	(3,932.00)	13,026.00
TOTAL ASSETS	828,025.02	23,251.75	851,276.77
Deduct: Obligations (per list below)	206,393.05	9,299.71	197,093.34
NET ASSETS	\$621,631.97	\$ 32,551.46	\$654,183.43

LIST OF OBLIGATIONS

Date of Obligation	Description	Date Due	Amount
8/66	Building Mortgage—Monthly		190,499.34
11/75	Bank Loan—Monthly		6,594.00
TOTAL			197,093.34

SCHEDULES

To Be Prepared from The Twelve-Month Summary

Other Receipts	
Sale of Supplies	10.50
Rent	125.00
Unused Out-of-Work Benefits	6,290.00
Refund—Travel Expenses	7.00
Telephone	25.45
Reimbursed Expenses	870.81
Expense Refund	170.00
TOTAL	7,498.76

Benefits Paid	
Out-of-Work Benefits Paid	10,965.00
Pension	3,416.00
Insurance—Group Life	8,491.60
Insurance—Health and Welfare	4,883.79
Insurance—Other	1,919.97
Sick Benefits	4,965.00
Sick Dues	38.20
TOTAL	34,679.56

Other Activities	
Meeting and Committee Expenses	1,585.39
Strike Expenses	243.44
Building Maintenance	1,570.57
Out-of-Town Travel Expenses	306.00
Mortgage and Loan Payments (Principal Only)	9,299.71
Interest	1,214.29
TOTAL	14,219.40
International Out-of-Work Benefits	12,120.00
TOTAL	12,120.00

Note: Figures in parentheses indicate a deficit.

Airco Drivers Settle, Retain Full Seniority

Business Agent Alex Ybarrolaza reports that after several negotiation sessions with the AIRCO labor representative from New Jersey, a final settlement for a contract was concluded and adopted unanimously by the men.

The economic increases were quite similar to those of the National Master Freight Agreement except for a proviso to withdraw from the present Health and Welfare Program (Plan 1000) and purchase a Local 70 program. About 42 language changes involving either corrections, additions and deletions were agreed to.

This branch of Airco was recently sold by the parent company to a private owner, and Business Agent Alex Ybarrolaza also notifies us that negotiations have been concluded providing for retention of FULL seniority rights of incumbent drivers.

At impasse, however, are the negotiations for the production employees at the Airco "Acetylene" and "High Pressure" divisions, which negotiations are also being handled by Alex Ybarrolaza. Negotiations however, have been resumed and we are hopeful for a peaceful settlement.

Strike Benefits Increase Retroactive to June 15

The following letter, dated November 29, 1976, was received from the International Union.

TO: ALL AFFILIATES

Dear Sirs and Brothers:

You will recall that at the last Convention our Committee recommended and the Convention adopted a Constitutional amendment providing for an increase in out-of-work benefits. The Constitution, of course, did not specify the date on which increased out-of-work benefits could be paid. You will also recall that at the time of the Convention there were substantial rumors that certain groups would attack in the Courts various of the amendments to our Constitution and put in doubt when the amendments could legally take effect.

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This retroactive payment will be made by check to all affected Local Unions within the next two weeks and I am sure will advance the work of this great International Union in providing better wages and conditions for all members.

Fraternally yours,
Frank E. Fitzsimmons
General President

Ray Schoessling
General Secretary-Treasurer

This will allow members who were on strike after June 15, 1976 to receive an additional out-of-work payment. The amount will depend on the period of time the member was on strike.

The italics were supplied by the Local to emphasize the more important portions.

Executive Board

<i>Secretary-Treasurer</i> Chuck Mack	<i>President</i> James (Jimmy) Muniz
<i>Recording Secretary</i> Jim Rush	<i>Vice President</i> Stan Botelho
TRUSTEES	
Art Soto	Marty Frates
<i>Conductor, Mel Baptista</i>	Larry Dias
	<i>Warden, Harold Marks</i>

At press time, President Jim Muniz was out of town for the Trust conference and Business Agent Darold Wright was on vacation. *President Reports and Business Agents' Report* will be resumed in due time.

Your Safety & Health

Workers' Rights and Responsibilities Under O. S. H. A.

The most significant piece of legislation affecting workers' rights in many years was passed in 1970 and is known as the Occupational Safety and Health Act. The specific purpose of the law is to provide workers with a set of safety standards that will improve their place of employment.

The law covers over 62,000,000 workers, including those in agriculture. Below are listed the rights and responsibilities of workers under "O.S.H.A.:"

The following are rights of workers under P.L. 91-596:

1. To a workplace free of known violations of federal safety and health standards.
2. To file a complaint directly with OSHA or its state administrative agency, or to ask the union to file one on the employee's behalf. Further, the employee has a right to remain anonymous if desired.
3. To secure an inspection of a workplace on an imminent danger or in response to a valid written complaint. This inspection must be held within a reasonable period of time after receipt of the complaint.
4. To elect (through his employee organization) an employee representative, and to have the employee representative accompany the OSHA officer in the walkaround inspection of the establishment.
5. To give information to the OSHA officer concerning alleged hazards and safety violations in the workplace, and to meet privately with the OSHA officer to discuss results of the inspection.
6. To be informed by the OSHA officer if exposed to an imminent danger or occupational health hazards involving possibility of death or serious injury. To see publicly posted notices of OSHA citations of safety violations in the workplace. To receive copies of citations and proposed penalties upon request. To observe and have access to results of required occupational health studies conducted by the employer or OSHA representatives.
7. To file a complaint with federal OSHA authorities if a state agency fails to administer a state program as effectively as required by OSHA. To appeal to the Secretary of Labor, and ultimately to Federal court, if OSHA fails to carry out its mission in a responsible and timely manner.
8. To be notified if the employer seeks a variance, with the right to appeal any variance granted by OSHA. To contest the length of the hazard abatement period granted the employer by OSHA or its state administrative agency.
9. To request an informal review of an OSHA officer's refusal to issue a citation, or any other issue related to an inspection, citation, notice of proposed penalty, or notice of intention to contest a citation. To receive a written statement as to why a citation was not issued in particular instances.
10. To file a complaint with OSHA (within 30 days) if an employee has been discriminated against as a result of exercising his or her rights under OSHA.
11. To appeal any decision of the OSHA Review Commission (within 60 days of its order).

The following are responsibilities of workers under P.L. 91-596:

1. To report hazardous conditions, and to report any job-related injuries or illnesses to the employer. To seek medical treatment promptly when injured or disabled.
2. To follow all employer safety and health rules and regulations. To wear and use prescribed protective equipment. OSHA cannot penalize employees, but the employer may reprimand, suspend or dismiss employees for violation of rules.
3. To exercise employee rights under OSHA in a responsible manner.

As was noted in last month's article, the law has been amended by conservative elements of Congress. Henceforth the Occupational Safety and Health Administration—that body charged with the responsibility for enforcement of the law—cannot use funds to inspect farms with ten or fewer employees. Also, they may not assess penalties against any employer for non-serious violations unless ten or more such violations are found during an inspection.

In our industry, where we have such a high incidence of injury, it's imperative that the worker make use of his or her rights under the law. It's also imperative that he or she be aware of these protections under his or her collective bargaining agreement. Oftentimes the contract supplements requirements of the law, and in many cases is stronger.

Your Local Union representative is equipped to handle safety and health matters. He can contact O.S.H.A. and file complaints with them if you desire. If there are safety questions at your place of employment, be sure to contact your representative.



Holiday C

The officers, officials and staff of our members and their families a Happy and Prosperous New Year

H&W Battle Continues With Trucking Ass'n

Local 70's battle on Health & Welfare payments continues with the California Trucking Association as the paper goes to press.

Still at issue is the Maintenance of Benefits increases that were passed by the Health & Welfare Trustees at their October meeting. The C.T.A., on behalf of its members, has taken the position that they are not liable for these increases, even though they voted to approve them at the October meeting. They have argued that benefits purchased after 1970 must be eliminated or reduced before they have to bear the cost of further increases. Local 70, on behalf of our members, has maintained—as was the understanding during contract negotiations—that the employer must use up to all of the monies negotiated over the life of this contract in advance to maintain all benefits.

This matter has been discussed at Trust meetings. It has been the subject of discussions between negotiators, and is the understanding the parties had when they concluded the agreement. There is precedent for Local 70's position, as the Association has paid more than the required contract rate in the past when it has been necessary to maintain benefits.

The employers have gone to court now three times. The first time they sought a restraining order so the Fund could not bill for the increases approved by the Trustees in October. This was denied. They then went to court seeking a preliminary injunction to prevent such billing. This was also denied. In mid-November they again went to court asking the court to involve themselves in what is essentially a contract dispute, and the courts have again refused to become involved.

The Trust Fund has billed the employers the amounts approved by the Trustees. Local 70—once it was advised that the carriers had not paid the amounts billed—sent delinquency notices advising the employers that they were subject to economic action if they did not bring their accounts into order. Our Local has also filed a grievance against the employers requesting that contributions be made as billed.

As of this writing the matter is unsettled. Our Local would rather resolve the dispute amicably, but will take every legal and/or economic step necessary to fully protect our members.

There will be more on this matter in subsequent issues.

SICK BENEFIT FUND SICK BENEFIT COMMITTEE

Chairman — Ray Arroyo Co-Chairman — Lee C. Hafley
Recording Secretary — Jim Dodge

Members: Lloyd Adcock, Frank Arroyo, E. L. "Al" Baratto, Ben DeLima, Eugene Derieg, George Wells, Bennie Whitfield and Honorary Member Jim Bramell

Monthly Meetings — 2nd Tuesday at 7:30 p.m.

Claims for Sick Benefits must be filed at Local 70's office within 30 days of disability.

The Sick Benefit Committee can be contacted by telephone during the day every Tuesday between the hours of 8:00 a.m. and 4:00 p.m. at 569-7171. Also during the evening of its meeting on the second Tuesday of each month, between the hours of 7:30 and 10:00 p.m.

Reminder—Dues must be paid on a current basis in order to be eligible for Sick Benefits



Greetings

Staff of Local 70 want to wish all families a very Merry Christmas and New Year.

West Coast Leaseway Settles

Business Agent Alex Ybarrolaza notifies us that after five months of hard negotiations, a settlement was agreed to on behalf of the employees of West Coast Leaseways (at Sears Roebuck and Company).

This settlement represents about 20 full days of negotiations, including several marathon sessions, and brought into play the Western Conference of Teamsters and negotiators from several outlying areas.

The Local 70 effort was headed up by Business Agents Ed Painter and Alex Ybarrolaza. Shop Steward Ruel Ackenhiel attended several days of negotiations, and President James Muniz and Gene Shepard of the Western Conference lent their assistance in the final rounds to bring this contract to a successful conclusion.

The final contract was presented to the employees on November 23rd and ratified by a 21 to 6 vote.

In this effort, an innovative economic device was put into play and the final issues became one where ALL the full time employees acted, to gain casual employees a contractual right to health and welfare or

pro-rata health and welfare money.

The regular employees of West Coast Leaseways signed a petition of support for Local 70 in its fight for the casual (out of the hall) employees and backed up its words by refusing to work any overtime and bringing in all undelivered stops. The Company threatened dismissals—then reprisals—and then loss of five months retroactive pay (\$600-\$1000 per man) but the men hung tough and in the end an honorable contract was achieved with a guarantee for payment of all retroactive monies back to July 1, 1976, for all employees, including casuals. In the midst of all this activity, Shop Steward Ruel Ackenhiel demonstrated solid fibre and moral fortitude, laying his job on the line for the betterment of his fellow workers.

The economic increases made in this contract are comparable to those increases in the freight industry—the real difficult negotiations coming in the 118 language changes made to improve job security and the working conditions now provided for in this contract.

Ringsby Strike Continues

The Ringsby strike is into its fourth month, and there is no immediate sign of settlement.

This past month, Local 70 Secretary-Treasurer Chuck Mack and the other members of the Ringsby negotiating committee—Verne Milton of the Western Conference, Alex Maheras of Local 208 and Jack Yaeger of the Central Conference—met with the company in the first negotiating session in two months. Unfortunately, little came from the meeting. The employers are apparently making a futile effort to bolster the weak legal case they have against the International and Locals.

The strike began several months ago when the company refused to meet retroactivity for our members. When the refusal was made, the company's final proposal was presented to the membership and voted on. The members throughout the country rejected it overwhelmingly.

Ringsby sought a separate contract because of financial problems that were caused by mismanage-

ment. They had lost a substantial amount of money over the last five years, and the company was asking union members to pay for their mismanagement.

The picket lines will be continued, and hopefully intensified in the future. Requests will be made of the International for financial commitment to be able to tighten things up more so than now.



Business Agents

Joe Arino	Bobby Freitas	Roy Nunes	Alex Y. Ybarrolaza
Dick Sarmiento	Darold Wright	Bob Windsor	Steve Marinkovich
Al Andrade	Mike Lynn	Ed Painter	Dick Durosette
Dispatchers			
Wm. Bill Fagundes	Al Fialho	Noel Eben	

Secty.-Treas. Report

Contract Negotiations

The Local 70 Meat contract has been settled this past month. Business Agent Alex Ybarrolaza finalized the agreement after several lengthy and difficult sessions with the employer.



Mack

The contract meets the standards negotiated in our other contracts this year, and is patterned after the National Freight contract on wage increases. It, however, provides these drivers with the Chain Stores Health & Welfare, and makes significant advances in their Pension program. It also provides for retroactivity.

The Household Movers contract has finally been finalized. It is now signed, and companies should have made their retroactive wage payments by the time you receive this paper.

Several "sticky" issues persisted after our formal negotiations. We did not agree to an inclusion in the contract of language allowing the employer to automatically penalize an employee for abusing Sick Leave; and there was also disagreement over details in the Health & Welfare program. After several meetings which included Business Agents Dick Durosette, Steve Marinkovich and myself, we came to an agreement with the San Francisco Employers Council, which represents the employers. The objectionable language on Sick Leave will not be included in the contract. We, however, recognize that an employer does have the right to discipline an employee for abusing Sick Leave provided that can be proven.

On Health & Welfare, the Moving & Storage members will move into the "A-plus" or Chain Stores program in the final month of the final year of the agreement.

Freight Health & Welfare

As you will read elsewhere in this paper, the Health & Welfare dispute with the California Trucking Association over contributions and benefits for our members working under the Freight contract has reached the "boiling point." The employers still have refused to pay the monies that were approved by the Trustees. This refusal jeopardizes the benefits of our members. Because of the refusal the Trust will have to adjust benefits. This adjustment means reduction.

The problem basically is this: It now costs \$140.00-plus to provide the benefits under the Freight contract. Even though the Trustees voted to approve the \$140.00 rate, the C.T.A. has refused to increase their contributions beyond \$121.00. The Trust, therefore, cannot provide the full benefits at \$121.00, and the consultants and administrator have reduced them beginning December 1st.

Our position remains unchanged—that the employers are liable for the increases under the Maintenance of Benefits provision of the

contract and understandings we developed during our contract negotiations and Health & Welfare Trust meetings. As a Local we have several options available:

1. We can take economic action against the employers under the delinquency section of the contract;
2. We can file a grievance;
3. We can file suit;

4. Any combination of the above. The matter presently is in the courts. It was brought there by the employers. They have sought an injunction but have not been successful in getting their injunction. We have filed a grievance, and we have also sent 5-day tie-up notices that would allow us to take economic action.

With the reduction in benefits we gave serious consideration to a strike. We rejected this solution at this time because of the time of year. A strike at Christmas could be especially tough on members and their families, and could possibly jeopardize holiday payments. The possibility of a strike is real, however, for the future. We would much rather resolve the matter through the grievance procedure, but it could take two to three months, possibly four, before the final decision is rendered.

The Trust Administrator has advised these C.T.A. employers this past month that they are delinquent in the eyes of the Trust, and that they will also be charged 12% "liquidated damages" on all monies owed but not paid. We are hopeful that by the time you receive this paper this matter could well be on the way to being solved, if not already solved. We will keep you advised of further developments.

Delta-Ringsby

Steve Marinkovich, Dick Durosette and Dennis Miller and I met with Delta management this past month in an effort to iron out some of the problems that resulted from the Ringsby change of operations. As a result of the meeting we reached agreement with the employer that, starting this month, they will hire Ringsby people—not just for permanent openings, but also for casual work. Once an employee attains his twenty days, he will be placed on the Delta roster.

"A" and "B" Lists

The membership passed a motion at the November meeting to enforce Article 40, Section 3 of the Freight agreement. The Local has been complying with Article 40, Section 3 and enforcing that section of the agreement, but maybe not in the way some members would want.

With that in mind—and plus the fact that the Executive Board has been discussing changes in the hiring procedure for approximately three or four months and been meeting with the attorneys on these changes—we have again met in late November and early December in an effort to adopt rules and regulations regarding the Hiring Hall

(To Page 4A)

Teamster Locals Confer With PUC, H'way Patrol

Because of complaints raised by local Teamster leaders before the Public Utilities Commission in early 1976, Teamster officials and members from the P.U.C. staff and California Highway Patrol met this past month to discuss truck safety and enforcement of existing laws.

Representing the Teamsters were Archie Murietta, President of Local 208; Gunner Hansen and Dennis Shaw, Western Conference organizers; and Chuck Mack, Local 70's Secretary-Treasurer.

The Union representatives raised the points made by members that there is too little enforcement of existing safety regulations, and that many of the trucks operating on California highways are unsafe; also that many of the drivers—especially those working for unorganized companies—are not competent.

Answering Service January

The Executive Board gave final approval this past month to a suggestion that Local 70 contract with an answering service so that members may find it more convenient to contact the Business Agents after regular business hours.

The proposal had been before the Executive Board for approximately two months, and was in response to requests from members and Business Agents who felt it desirable to have one number or place for members to make calls when they found it inconvenient to contact their Business Agents at the office. For their part, the Business Agents felt it would be convenient for them to contact the answering service and pick up all calls at one time.

The Board examined several proposals and the arguments for and against. They finally voted to approve an answering service on a trial basis. The most important consideration in the final decision was membership service. The after-hours number will allow the member to call in whenever a problem arises, or at his convenience.

The new system will be operational next month—January, 1977—and the after-hours number will be the same as our number during business hours . . . 569-9317.

Is Alaska Next?

The union-hating National Right to Work Committee has begun preliminary operations in Alaska as part of its continued campaign to destroy organized labor.

The RTW group, its interest heightened by the oil pipeline boom in Alaska, seeks to get a law on the state books to hobble collective bargaining with the compulsory open shop.

Observers say the RTW representatives will take advantage of Section 14(b) of the Taft-Hartley Act—which permits states to enact right-to-work legislation—by trying to push legislation through the assembly rather than going to a referendum.

—TNS

Murietta underscored these points by citing examples that occur on the waterfront in the Los Angeles area. Trucks and containers are all-too-often overloaded; tractors are in poor operating condition; and no one seems to be enforcing the law.

Mack pointed out the problems Local 70 is having on the Oakland waterfront with non-union carriers, and the lack of response Teamsters have been getting from the Highway Patrol when they report companies as being unsafe.

E. E. Kynaston, Captain of the California Highway Patrol, admitted that the Patrol was understaffed in enforcement areas, and advised they would most likely be asking for additional personnel this year. He also advised that the Patrol had every intention of cooperating with the Teamsters, and to expeditiously answer their complaints as they would any other citizen's.

Based on the discussions that took place in San Francisco, there will be follow-up meetings taking place in the Oakland and Los Angeles areas; and at that time Patrol field representatives will meet with Local Union officials to develop a program of enforcement and a system of communication in these local areas. Meetings can be expected to take place right after the first of the year.

Men vs. Women Earnings Gap Doubles

The earnings gap between women and men has nearly doubled since 1955, according to a new report published by the Labor Department.

In constant dollars, taking inflation into account, the gap increased from \$1,911 in 1955 to \$3,433 in 1974.

According to Madeline Mixer, director of the regional office here of the Women's Bureau, the report, "The Earnings Gap Between Women and Men," shows that among year-round full-time workers, men's earnings exceeded women's by 56 percent in 1955, but by 1974 the gap had widened to 75 percent. The 1974 media earnings of women were only \$6,772, compared with \$11,835 for men.

The report also shows that although women were 32 percent of all year-round full-time workers in 1974, they accounted for 63 percent of workers earning between \$3,000 and \$4,999, and for 58 percent of those earning \$5,000 to \$6,999. Women made up only five percent of the workers earning \$15,000 or more.

Mixer said the report cites two

(From Page 3A)

that would comply with the law and protect our members' opportunities for employment. There have been special-called meetings of the Executive Board in an effort to finalize this matter, but as of this writing several thorny questions have not yet been answered.

We have at least one more meeting with the attorney, and the Executive Board must make several policy decisions before the final meeting with the attorney. Once this matter is finalized, we intend to completely inform the members as to what, if any, changes have or will be made.

Strike Benefits

One bit of good news received this month was the letter from International Union advising us that they were increasing strike benefits—not in November as they originally advised, but retroactively to June 15, 1976.

This means that any of our members who, unfortunately, were involved in strikes that commenced after June 15, 1976 will be entitled to additional strike benefits. The amounts will be based on the length of the strike or lockout. This matter will be handled by our own office.

* * *

I want to take this opportunity to express my appreciation and that of my family to the many members,

Secty.-Treas. Report

the officers, officials and staff of our Local Union who offered condolences on the death of my mother. These expressions of sympathy meant much and were a source of strength to our family.

* * *

One final note: In closing I would like to wish all of our members and their families a very Merry Christmas and a Happy New Year.

Fraternally yours,
Chuck Mack
Secretary-Treasurer

It Is Season To Take Care

Californians who plan to celebrate the start of the new year by drinking should make sure someone else drives them home, State Attorney General Evelle J. Younger suggests.

To avoid accidents and the possible loss of a driver's license, no one should drive if under the influence of alcohol.

Younger explained that California law requires that a motorist submit to a chemical test for intoxication when requested to do so by a peace officer who has reasonable cause to believe the driver is drunk.

Younger pointed out that under the State's "implied consent law" if a driver refuses the test, even though later acquitted of a drunk driving charge, his or her driver's license could still be suspended.

Other tips to drivers to keep accidents to a minimum:

- Make sure your car is mechanically sound and the windows clean and clear of obstruction.
- Be patient in heavy traffic (leave for your destination early enough to allow for delays).
- Don't follow the car ahead of you too closely.
- Avoid changing lanes except when necessary.
- Watch the cars ahead of you and behind you.
- Always be on the alert for pedestrians and cars entering the roadway from sidestreets and parking areas.

As for pedestrians, they should:

- Cross only at corners and keep to the right in the crosswalk.
- Cross only on proper signals.
- Look both ways before crossing and be sure the way is clear.
- Watch for turning cars from both the left and the right.
- Never enter a street or roadway from between parked cars.
- Walk on the left side facing the traffic where there are no sidewalks and you have to walk on the roadway.

If You Move . . .

TO: ALL MEMBERS OF LOCAL 70

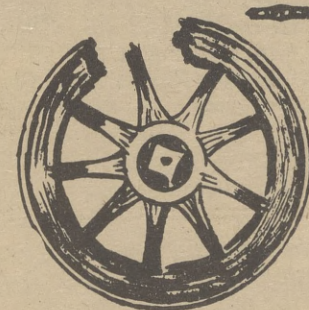
Please advise the office either by phone or mail of any change in your address.

Name:

Old Address:

New Address:

Employer:



In Memoriam

CRUZ, FELIZ O., Nov.
BARRETT, MERLE W. Nov.
RICHARSON, WILLIAM CHESTER, Nov.
NELSON, ARTHUR C., Dec.

Where It's at, Where It's Going

DOWN TO BRASS TACKS—The delegates to the Cannery Council Workshop at Konocti Harbor Inn, Clear Lake, had a load of new material to digest and assimilate, including the new cannery contract they went on strike for, and the EEOC Conciliation and Settlement Agreement which had travelled a tortuous road through the courts. So, the sessions were a two-day grind—but they stuck to their seats to the very end.



More Power to Cannery Council

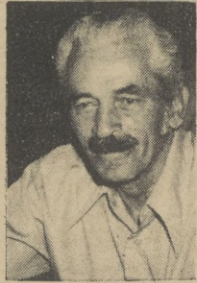
Morr or Less

By Morris Less

1976

Another year is about to close and only an optimist could call it a good one. That is an optimist and Jimmy Carter.

Like the rest of the Monday Morning Quarterbacks, we feel that Mr. Ford failed to rid himself of the previous President's henchmen in larger numbers. Mr. Ford himself is probably a fine fellow personally and was sort of a Republican Party sacrifice.



From what we read of Mr. Carter, it is reasonable to feel he is well aware of all the tax loopholes for business since he is a businessman. We cannot see him making many changes in that respect. Promises before elections are over are usually different after

the votes are totaled.

Still, hope springs eternally and perhaps Mr. Carter will grow in office. If so, we may take a few steps forward without going backwards two steps for every one forward.

Our Voting Percentage Stinks

No one expected a big voter turnout. Just the same, the small number of U.S. citizens who did take the time and thought to exercise this greatest of rights do not make up for the vast majority who failed to do their duty.

Was it a protest against bad government? The lingering taste of scandal, Washington, D.C. style, or do a lot of people want a dictatorship?

We do not agree that this country wants that type of nonsense. However, a good road to such a thing is do not exercise your right to vote.

Local 85 Report

By Ray Talavera, Secretary and Business Manager

ELECTION OF OFFICERS

As members were notified in our November 5 letter, nominations for officers were held at our regular meeting of November 18. Fifty members are candidates for the contested offices.

Secretary-Treasurer Phillip Gallagher, Business Agents #3 and #5 John Murnin and Fred Camacho, respectively, and Dispatcher #2 Paul Cruz were all given a white ballot and are declared duly elected.

Ballots are being mailed all eligible members immediately after Christmas.

All delinquent members are urged to pay their dues up through at least the month of November as soon as possible so that they will be entitled to vote.

The American Arbitration Association, which is again handling our election, will forward ballot to any member paying his November dues right up until the last possible date which would still give him time to



Talavera

get it marked and back.

Ballots must be post-marked by January 12, 1977. They are being sent by first-class mail.

Any member not receiving his ballot by January 4 is asked to call the American Arbitration Association at 981-3901 to check on the matter.

Ballots will be counted on January 17.

All members are urged to vote and avoid the five-dollar fine provided in our By-Laws.

Your Friendly Company

There was a time when the P.G.&E. sent out a monthly trade bulletin. As I recall, it usually carried a few newsworthy items and a little human interest story which always seemed to be worth reading. In any event, its main thrust seemed to be to project and enhance the image of the "friendly" Pacific Gas and Electric Co.

I personally never considered the company either friend or foe but rather as the purveyor of a commodity and service which I could not get from anyone else. If there ever was a possibility of a friendship, it ended recently when I had to sign a check for \$923 to cover gas and electric bills for one month's service at 450 Fulton St.

The Average Home

The Federal Home Loan Bank Board noted an unpleasant consumer milestone recently, saying the average price of a new home in the U.S. is now \$50,500.

A decade ago, the average price of a new home nationally was a fraction below \$30,000. As recently as 1971, the average was \$36,000.

Since 1973, new home prices have zoomed upward at a 34 per cent pace. The jump last September to \$50,500 represented a 1.8 per cent increase over the previous month.

The Federal Home Loan Bank Board stressed that the \$50,500 was a national average. In some areas, the average is much higher.

In parts of Southern California, for instance, the average price tag on a new home is \$65,000. In the heavy metropolitan area of New York-New Jersey, the average is around \$70,000.

—TNS



TURN-OVER OF COMMAND — Retiring Local 576 Secretary-Treasurer Jack C. Marcotti, left, congratulates former business agent Lou Riga who was elected this month by white ballot to succeed him. Marcotti has been in the labor movement all his working life since he first organized for the Mine and Mill Workers. He first affiliated with the Teamsters in 1960 as an organizer for Local 481 in San Diego. He moved to Local 576 in San Jose in 1973 as president and business agent until he succeeded retiring Secretary-Treasurer Bob Gundersen. Marcotti's retirement is effective February 1, 1977.

From the Editor's Mailbox

Family Appreciates Blood Donation

Dear Mr. Mark J. O'Reilly:

Thank you and Brother Members of our union for your generous donation. Nice people like you are hard to find. I will never forget it as long as I live. Wishing you and your family and Brother Members and their family the best of good health and a very prosperous coming holiday season.

Respectfully yours,
Yook Louie & Family

(Yook Louie's ailing wife was given 61 pints of blood from the bank of his union, Local 860. In spite of the fact that his wife succumbed after all, the tone of his letter attests to Yook Louie's strength of character. —Ed.)

Teamster Support and Advice Appreciated

Dear Mr. (Jack) Goldberger:

We wish to express our sincere appreciation to the many members of the Brotherhood of Teamsters who honored our picket lines during our recent strike.

As you have undoubtedly been told, by now, we were completely inexperienced in strike action, including effective picketing methods. The support and advice offered by Teamster members at the picket lines at P-I-E terminals in Emeryville, San Jose, and San Pablo was an education for all of us in what is really meant when one says, "I belong to a Union."

The drivers who refused to cross our picket lines were not all from Local Unions under the jurisdiction of Teamsters' Joint Council No. 7. Many were from Locals in southern California, Sacramento, and Stockton, though most were from Locals of Joint Council No. 7. It didn't seem to matter where they were from, but how they regarded the union movement, in general. It made us very much aware of the ideals behind that union movement.

But, the terminal employees who walked off their jobs rather than work behind a picket line, and the Stewards who led the way—what can we say to those men, not only for their much appreciated support of our strike, but also for their much needed advice and understanding. Because of those Teamster members, we now know what a "mobile picket line" means and have acquired some experience in manning such a picket line! We're proud of our people and equally proud of our friends and instructors among the Teamsters.

The mistakes we made on the picket lines were not by intent, but from lack of experience, and perhaps overenthusiasm. The same mistakes are unlikely to recur. We ask your understanding and empathy with us in regard to any errors committed by us.

We hope, for the sake of your members, that your negotiations with the trucking industry goes well. However, if they do not we also hope that you will not forget that we await the opportunity to earn the approval of your members and our instructors around April 1, 1979.

Sincerely,
Ethel Norvak, Chief Steward
P-I-E General Office Bargaining Unit
Office and Professional Employees Union
Local 29
(Followed by 62 more signatories)

NORTHERN CALIFORNIA TEAMSTER

PETER CARAG, Editor

Publication of Joint Council 7 and

Joint Council 38 International

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EDITORIAL COMMITTEE

Joseph J. Diviny, Chairman; Jack Goldberger, George E. Mock, Mark O'Reilly, Hank J. de Diego, John Fitzsimmonds, Bill York, Freddy Sanchez, Pete Andrade.

Teamsters on the Move

Compiled by Dorothy Keane

Norbert (Nobby) Miller was re-elected as secretary-treasurer of Teamsters Local 386 in Modesto by a comfortable margin of 57%, garnering 897 votes against his opponent's 685 votes.

Miller, who is also on his third year as president of Joint Council No. 38, first joined Local 386 as business representative in 1953 and was elected secretary-treasurer in 1971, making this his third term as head of that local.

In a contest for the position of trustee, all incumbents were returned to office when the challenger failed miserably. The re-elected trustees are: Tom Johnson, Jim Crawford and Jim McMeechan.

Re-elected without opposition were: Bill Choate, president; Harvey Killman, vice president; Sam Parks, Jr., recording Secretary.

The mail referendum balloting was supervised by Dr. Grady Mulenix, professor of economics, UC at Fresno.

At Local 432

Secretary-Treasurer and Business Agent Paul Vinella led the line-up created by the demise of the late Mike Mitchell to re-election, with a third trustee added.

Vinella and President Kenneth D. Cobb were unopposed.

Incumbents re-elected against opposition were: John Guadagnini, vice president; Jim Buchanan, recording secretary; and Trustees Anthony Adami and Paul Minor. The new face on the Board is Trustee Carl Schultz.

Vinella first joined Local 432 in 1944 and rose to leadership rank when he became a trustee in 1963. He became vice president that same year, and president in 1965.

He was a full-time officer starting 1966 when he became assistant business agent and then was appointed recording secretary and assistant business agent.

He became secretary-treasurer upon the death of Mike Mitchell this year.

What's True About CS Pension Fund

News media so interested in lambasting the Central States Pension Fund unanimously failed to report an outstanding financial statistic available to them recently.

As of last September 1st, the Central States Pension Fund's monthly payout to retired Teamsters is more than \$20 million to 68,000 beneficiaries. The monthly payout amounts to nearly a quarter of a billion dollars annually.

Checks mailed by the Teamster pension plan on Sept. 1, for example, went to 7,243 retirees from 11 different Teamster local unions in Detroit, Mich., and totaled \$2,025,851.

Payments to other concentrations of Teamster retirees included: \$1,628,672 for 5,935 ex-Teamsters in St. Louis, Mo.; \$800,227 for 2,881 retirees in Cleveland, O.; \$708,662 for 2,453 retirees in Kansas City, Mo.; \$381,393 for 1,701 retirees in Chicago, Ill., and \$357,776 for 1,139 retirees in Dallas, Tex.

—TNS

Organizing

Secretary-Treasurers Al Costa of Local 853 and Chuck Mack of Local 70 announce victory at an NLRB representation election at Best Products, a Union City distribution center for a chain of retail stores dealing in catalogue sales. The locals filed a joint petition and their close cooperation was the key to the success in winning by 9-1 vote to represent about 20 drivers and warehouse-persons. Involved in the campaign were Warehouse Council Organizer Rome Aloise, Local 853 Organizer Ernie Souza, and Local 70 Business Agent Darold Wright.

Settlements

Local 70 (Oakland) Secretary-Treasurer Chuck Mack announces important contract settlements:

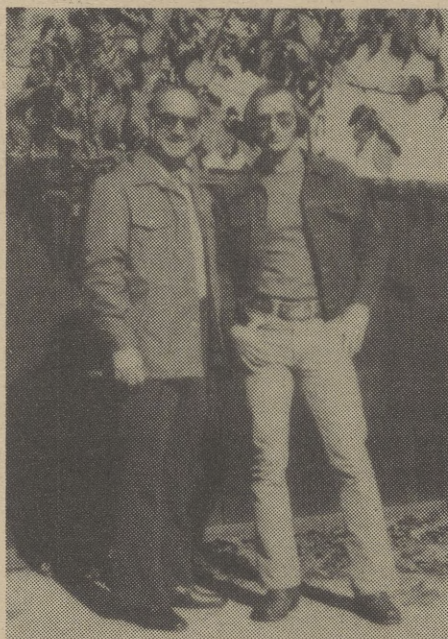
- The Household Movers contract, concluded by Mack and Business Agents Dick Durosette and Steve Marinkovich with the San Francisco Employers Council.

- The Meat contract finalized by Business Agent Alex Ybarrolaza after lengthy and difficult sessions with the employer, patterned after the National Freight contract but varying in providing drivers the Chain Stores H&W plan plus significant advances in their pension program; also provides retroactivity.

- The AIRCO contract, again settled by Ybarrolaza, patterned after the National Master Freight Agreement except for providing for a Local 70 H&W program in place of Plan 1000. (Ybarrolaza is still in negotiations for production employees at AIRCO Acetylene and High Pressure divisions.)

OOPS!

We got our lines crossed last month and reported settlement of the dispute with Alhambra Water while the fact is that the Teamsters local unions involved were still, and are, very much on strike. We know that the item shook up and rattled the troops on the line and added a burden to the union representatives in having to explain the error. We extend our deepest apologies to the officials and members of the unions involved: Teamsters Locals 296, 70, 278, 490, 890 and 980.



A 'FIRST'—For the first time in Local 287 history, they have a father-and-son team of shop stewards. Jack DeSisto, left, is a steward at Hadley Auto Transport in Milpitas while his son, Jack Jr., is a steward at Ralph's Markets Warehouse in San Jose. "Both men are doing a great job as stewards for our local union," says Business Representative Clarence Crego.

Bulletin Board

Local 12

Effective January 1, 1977, as per Executive Board action, George E. Harrington has been appointed Secretary-Treasurer to succeed George P. Pedrin, who has elected to exercise his retirement rights.
Oscar G. Rivera
President

Local 439

The next regularly scheduled meeting of Local 439 will be held on Wednesday evening, January 19, 1977, at 8 p.m. at the Union Hall, 1531 E. Fremont Street, Stockton, CA. Art Handy Scholarship applications are now available in the Local office.

Ace C. Hatten
President
Bob Plummer
Secretary-Treasurer

Local 468

Meeting Notice

The next general membership meeting will be held Monday, January 31, 1977, at 10 a.m. at Teamster Local #853 Hall, 8055 Collins Drive, Oakland.

M. H. Joseph
Secretary-Treasurer

Local 980

The next regularly scheduled meeting of Local 980 will be on Thursday, January 20, 1977, at 8 p.m. at the Santa Rosa Veterans Memorial Building, 1351 Maple Street, Santa Rosa. Unless otherwise specified, the Ukiah meetings for the Lake and Mendocino county membership will be held at 8 p.m. at our Ukiah office, 120 Ford Street, Ukiah, on the fourth Wednesday of each month.

James M. Campbell
Secretary-Treasurer

LOCAL 856

MEMBERSHIP MEETINGS FOR 1977

LOCATION of meetings, unless otherwise indicated:

OAKLAND: Teamster Local 853, 8055 Collins Drive
Oakland off 77th Avenue near the Nimitz Freeway

SAN FRANCISCO: TowneHouse Hotel, 8th & Market Streets, San Francisco, California

TIME FOR ALL MEETINGS: 8:00 P.M.

DATE	PLACE
January 25, 1977	Oakland
February 22, 1977	San Francisco
March 29, 1977	Oakland
April 26, 1977	San Francisco
May 31, 1977	Oakland
JUNE, JULY & AUGUST	MEETINGS SUSPENDED DURING SUMMER MONTHS
September 27, 1977	San Francisco
October 25, 1977	Oakland
NOVEMBER	San Francisco
"THANKSGIVING RAFFLE" MEETING	(date yet to be set)
December 27, 1977	Oakland

ANNUAL RUMMAGE SALE

The Local 85 Retirees Club will hold its Annual Rummage Sale, at the Clubrooms, 973 Valencia Street, on January 27, 28, and 29, 1977.

This Sale is held yearly to help finance the many activities and functions of the Club.

Any of the members, or their friends, having anything of value such as clothing, books, small appliances, T.V.s, radios, tools, or any other bric-a-brac they wish to discard and donate to the cause may do so by dropping it off at the Club.

If this is not convenient we may be able to arrange to pick up same if you will call 648-9666.

Wishing you all and your loved ones a most Happy and Healthy New Year.

T A R P

Teamsters Alcoholic Rehabilitation Program

Art O'Flanagan
DIRECTOR

JOINT COUNCIL #7 HAS IN OPERATION A PROGRAM TO COMBAT THE DISEASE OF ALCOHOLISM IN THE TEAMSTERS MOVEMENT

If your job, health, family situation or financial status is being affected by the disease of alcoholism and you desire help, we strongly urge you to take advantage of the assistance that is available to you.

The program is called Teamsters Alcoholic Rehabilitation Program (T.A.R.P.), and is located at 450 Harrison Street, San Francisco, California 94105. The telephone number is (415) 495-0858, and is in operation twenty-four hours a day, seven days a week. All inquiries about the program will be held in the strictest confidence.

T.A.R.P. has a meeting for members at 973 Valencia St. every Wednesday at 8 p.m.

From Our Man in Sacramento

California Teamsters' Legislative Report

By Gerald O'Hara, Legislative Representative

The 1977-78 session of the California Legislature begins on December 6 and, after a planned brief stay for organizational purposes, will recess until after the First of the New Year. There are 57 Democrats and 23 Republicans in the Assembly; 26 Democrats and 14 Republicans in the Senate. Eighteen of the members will be serving in the Legislature for the first time.



O'Hara

A major change in the Senate is anticipated with the retirement of three of the five members of the Rules Committee and the departure of almost one third of the present Chairmen of Standing Committees.

Planned unemployment is the thrust of California's Draft Transportation Plan. It admits to causing unemployment in readily understandable language unlike any state public document in the past ten years. The State Transportation Board, in a series of meetings throughout the State, heard testimony on the Plan. Teamster testimony has been made a part of the record. In brief, the Board was told that their Plan is anti-union and would frustrate future organizing and collective bargaining as it promotes deregulation of trucking companies and taxicabs where non-union employers could further undercut rates because of their substandard wages and lack of benefits for their employees. This Plan must have Legislative approval. Write all legislators now urging rejection of any Transportation Plan

that deregulates and slows highway construction.

At the PUC, the fight against deregulation continues. Many Teamster representatives have taken the witness stand in the cases concerning deregulation of freight rates for Agricultural commodities and tankers.

Sight-seeing tour buses are next on the Public Utilities Commission's legislative agenda for deregulation. A bill has not yet been introduced but is anticipated.

Then, milk's minimum retail pricing is under strong attack as the Department of Food and Agriculture proposed suspension in the major marketing areas of the state. At least 500 retail delivery jobs in the Los Angeles area are threatened by suspension and small dairies who employ Teamster members may be unable to meet the anticipated price-cutting. Even in the face of the Sacramento price suspension experience, where the price returned to what it was before suspension and other products were raised in price to cover the milk price-loss, the Director of the Food and Agriculture Department seems adamant on joining the other administration deregulators.

Pesticide application and its potential ill effects on workers was the subject of hearings by the Senate Committee on Health and Welfare. The Teamsters cited the need for more effective controls over applications as presently anyone can apply the pesticide even without a license provided he works for an employer who has a license.

There is little knowledge of the long-term residual effects and a need for employee education and protection.

The Agricultural Labor Relations Board has developed new rules on access which are more stringent than the former rules. In general, notice of intent to take access; voluntary agreements on terms of access are encouraged and limitations on times for access are stipulated and violations of terms may result in barring organizers who are found in violation.

California's Department of Employment Development reports 9.8% unemployment in the state with 669,017 claiming jobless benefits which represents 80% of the unemployed. Another 20% are not eligible for any unemployment insurance benefits because they are new job seekers or lost the last job under circumstances which made them ineligible for benefits. California's State Disability Insurance program marks its 30th year on December 1. \$5 billion in the State Disability Insurance Plan and another \$1 billion from voluntary plans have been paid to workers

over the 30 years to those who were sick and unable to work. The new year will begin with maternity benefits for the three weeks before and after delivery.

Alcoholic Beverage Control Appeals Board has found unconstitutional the State law which mandates price-posting and minimum retail prices for beer, wine and liquor. The Alcoholic Beverage Control Department immediately stated that they would appeal to the courts and cautioned retailers against price-slashing.

Happiness Is



Being

A

TEAMSTER

General Organizer's Comment

(From Page 1)

The holiday season is of course that one time of the year set apart to not only bring all of us a little closer together in friendship and brotherly love, but also to remind us that we are a God-fearing christian nation. It is a time reserved for exchanging gifts, for sharing good times, and for expressing our best feelings to friends and relations. Yes, it is the perfect culmination of an entire year; and to have taken stock in our lives for that year, it puts us in the right frame of mind to make those resolutions to do things to make our lives and that of our families a little more enjoyable and in so doing, even make

our Country a better place to live.

The Best to You

As the year 1976 is about to pass into history, allow me to take this time to wish you and your families well and I hope that as you review the year 1976 you, as a member of a Teamsters Union, with all of its human shortcomings, found that being a union member proved to make your life a better than ordinary one—just review your contracts that were negotiated during this year.

May all of you and your families enjoy a Happy and Holy Holiday Season, and may the New Year, at its conclusion, find us a little more prosperous and secure than 1976.

IN MEMORIAM

GERONTOPOLIS, JOHN, Local 484, San Francisco, Nov. 22.
SELIG, HENRY, Local 484, Dec. 7.
JENSEN, GEORGE, Local 226, San Francisco, Nov. 14.
LAREGINA, LOUIS, Local 278, San Francisco, Nov. 8.
PURCELL, BELLA E., Local 278, Nov. 16.
RYKOV, ALEX S., Local 278, Dec. 10.
CLEMONS, ROSSIE, Local 588, Oakland, Nov.
SAMAH, ALEX, Local 588, Nov.
SIMONS, RUSSELL J., Local 588, Nov.
ANDERSEN, EDOR K., Local 665, San Francisco, Nov.
MULLEN, GUSTAVE H., Local 665, Dec. 10.
BENAVIDEZ, GABRIEL, Local 853, Oakland, Dec. 5.
RANDHAWA, GURMINDER, Local 853, Oct. 14.
OJADA, JOAQUIN, Local 853, Nov. 13.
SMITH, ASA, Local 853, Nov. 16.
NEELY, ROY, Local 265, San Francisco, Nov.
PARSONS, FRANK, Local 265, Nov.
KENNEDY, JAMES, Local 265, Nov.
FREITAS, WILLIAM, Local 468, Oakland, Nov. 27.
DREW, JACK, Local 468, Dec. 10.
RIVERA, JOHN, Local 350, San Francisco, Nov.
GUARAGLIA, CHARLES, Local 350, Nov.
ATKINSON, JOE, Local 216, So. San Francisco, Nov. 30.
BAHN, EUGEN, Local 860, San Francisco, Nov. 7.
KEB, ROBERT, Local 860, Nov. 20.
GIACOLETTI, LAWRENCE, Local 432, Oakland, Nov. 30.

PRYOR, MARK, Local 78, Oakland, Nov.
STUCKS, FRED, Local 302, Oakland, Nov. 19.
MUNOZ, TILLIE, Local 750, Oakland, Nov. 20.
DEAN, JOHN W., Local 750, Nov. 26.
FREEMAN, ELLA, Local 750, Nov. 22.
RODRIGUEZ, REGIONALD, Local 750, Dec. 4.
WHITE, WILLIAM, Local 896, Hayward, Sept.
JENKINS, PATRICK, Local 896, Sept.
HESTER, WILLIAM, Local 896, Sept.
McGOVERN, JOHN, Local 896, Sept.
CONROY, HAROLD, Local 896, Sept.
GOLOB, ALFRED, Local 896, Oct.
COSTELLO, EDWARD J., Local 896, June
ARJO, WILBUR, Local 85, San Francisco, Oct. 27.
CARUSO, JOHN, Local 85, Oct. 27.
COLEMAN, FRANK J., Local 85, Nov. 16.
CONROY, WILLIAM A., Local 85, Nov. 5.
COSTA, FELIX, Local 85, Nov. 23.
COURTRIGHT, GEORGE, Local 85, Oct. 25.
DAVIS, WILLIAM L., Local 85, Nov. 20.
DEL CARLO, FRANCIS, Local 85, Nov. 16.
GOTCHY, MILFORD, Local 85, Nov. 24.
GRAY, GEORGE, Local 85, Nov. 23.
JONES, GEORGE, Local 85, Nov. 24.
McCARTHY, JOHN, Local 85, Nov. 16.
MOONEY, CHARLES J., Local 85, Nov. 3.
O'BRIEN, JOHN B., Local 85, Nov. 5.
SCUTTEGUZZA, LOUIS, Local 85, Nov. 5.



LEARNING FIRST-HAND—Students in the Hastings Labor Law Club, above, wanted to know "What's Wrong with Labor Lawyers and What's Right About Them," so they invited Shirley Campbell of the Service Employees International Union and Jack Goldberger of Teamsters Joint Council 7 for breakfast to toss the topic around and engage in a free-wheeling, wide-ranging discussion. Shown below facing camera are Campbell, Goldberger, and Sid Luscutoff, son of Local 857 Secretary-Treasurer Alex Luscutoff, who is on his second year of law studies at Hastings and who set up the meeting.

